

## WHAT'S NEW STARTING JULY 1, 2017

**Recruitment and Retention & Training and Support Contracts Merged into One Contract**

The R&R contract (held by Iowa KidsNet) and the training and support contract (held by IFAPA) are combined into one contract, with the contractor responsible for providing all the combined activities.

**Contracts Awarded by Service Area**

LSI is the contractor in the Western Service Area. Four Oaks is the contractor in the Northern Service Area, the Eastern Service Area, the Cedar Rapids Service Area, and the Des Moines Service Area.

**One Caseworker Model**

Foster families will have an assigned contractor caseworker who will assist the family in all areas of fostering – licensing, ongoing training, and support to help meet the needs of children in the home as well as for matching.

- Caseworkers will be geographically located to serve families within a designated area.
- Caseworkers will meet face-to-face with foster families on a bi-monthly basis, as well as have meaningful phone contact on a bi-monthly basis. These efforts strengthen the relationship between caseworkers and foster families.
- Caseloads will be capped to ensure immediate, adequate, and meaningful support.
- Caseworkers will provide training that will be individualized to assist families in meeting the needs of the children they care for.

**Localized Matching**

Contractors will use support caseworkers to match children with foster families who can meet the child's needs.

**Specifically Defined Matching Timeframes**

Matching referral timeframes will be determined by the Department and the Contractor based on the specific needs of the child referred. Matching timeframes will be between 2 hours and 45 days.

**Relative Contacts**

The Contractor will be responsible for meeting with referred relative caregivers to explain the foster home licensing process and encourage relative caregivers to become licensed foster families.

**Contractor Assistance in Finding Adoptive Homes**

Contractors will be asked to take a more active role in assisting DHS in finding adoptive homes that have the skills and capacity to provide permanency to children waiting for adoption. DHS continues to have the responsibility to select an adoptive home for a child.

## WHAT STAYS THE SAME

- Service Area specific recruitment and retention plans.
- Orientation and pre-service training.
- Completion of home studies, initial and renewal licensing activities, relative home studies and ICPC home studies.
- Adoption respite payments.
- Post-adoption support services.
- Registration of children waiting for adoption on photo-listing sites.

## INTENDED OUTCOMES OF THE CHANGES

- Improved matching – a child's first match into a foster family will be the best match.
- Well-trained foster parents capable of meeting children's needs through targeted and timely ongoing training.
- Increased face-to-face support for foster parents to enhance stability. Foster families will know who to contact for support.
- Enhanced capacity for siblings, older youth, and cultural matching.
- Enhanced capacity for youth with increased needs who could be successful in family-like settings.
- Better integration and communication between foster family services, foster families, residential providers, and other stakeholders.
- Enhanced support for non-licensed relative caregivers.

## PERFORMANCE MEASURES

**Contractors are eligible to receive additional payments if performance measures are met. The amount of the payment is based on achieving the Gold Standard measure (2.5% of the contract total) or Silver Standard (1.5% of the contract total).**

### **Performance Measure 1 – Stability (Same for all Service Areas)**

Children will be stable in their first placement in a foster family home 180 days from removal or placement into shelter unless they are reunited with a parent, placed with a relative, in pre-adoptive care, or have been adopted or placed into guardianship with a relative or other suitable person.

- Gold Standard – 93% will be stable or exit as described above.
- Silver Standard – 88% will be stable or exit as described above.

## Performance Measure 2 – Recruitment and Retention (Overall Net Increase in Families) Established on a Service Area Specific Baseline

The Contractor shall increase the net number of licensed Foster Families available for matching on an annual basis. Families not included are those licensed for specific child, licensed relatives, respite only, or families on hold for 6 months or longer. These families may enter the available for matching pool at DHS discretion if the family has the desire, skills, and capacity to care for other children. See chart below.

Service Area	Standard	First Contract Year Net Increase in Families Available for Matching	Second Contract Year Net Increase in Families Available for Matching	First Contract Year Net Increase in Non-White Families Available for Matching	Second Contract Year Net Increase in Non-White Families Available for Matching
1 (Western)	Gold	29	38	10	10
	Silver	20	27	7	7
2 (Northern)	Gold	27	37	11	11
	Silver	19	26	8	8
3 (Eastern)	Gold	15	20	8	8
	Silver	11	14	6	6
4 (Cedar Rapids)	Gold	32	43	8	8
	Silver	23	30	6	6
5 (Des Moines)	Gold	36	48	18	18
	Silver	25	34	16	16

## Performance Measure 3 – Recruitment and Retention (Increase in Non-White Families)

The Contractor shall increase the net number of licensed non-white Foster Families available for matching on an annual basis. Families not included are those licensed for specific child, licensed relatives, respite only, or families on hold for 6 months or longer. These families may enter the available for matching pool at DHS discretion if the family has the desire, skills and capacity to care for other children. See chart above.

## Performance Measure 4 – Enhanced Foster Family Homes

Performance Measure 4a. *Contract Year 1 Only:*

Each Service Area Contractor shall increase the number of Enhanced Foster Family Homes available for matching during the first contract year.

- Gold standard – 6 Enhanced Foster Families.
- Silver standard – 3 Enhanced Foster Families.

Performance Measure 4b. *Starting Contract Year 2:*

During the second contract year, each Service Area Contractor shall be measured on stable placement of children in Enhanced Foster Family Homes on an annual basis.

- Gold Standard – At least 12 unique children placed in Enhanced Foster Family care and are stable for 3 months.
- Silver Standard – At least 6 unique children placed in Enhanced Foster Family care and are stable for 3 months.